

Leadership Impact® [L/I]



Computer Scored



Accredited Only

Individual Development

A powerful
tool that
measures
the impact of
leaders on
organisational
performance

For managers and executives to truly lead an organisation, they must transform, shape and influence:

- the organisational context
- employee interaction
- how employees approach their work

Leadership/Impact® is a transformational tool, developed for leaders to become aware of the impact of their own leadership strategies and how these affect the performance of their organisations.

Measuring Leadership Performance

Leadership strategies – this instrument measures the extent to which the leader personally acts in prescriptive versus restrictive ways.

Impact on others – this instrument measures the extent to which the leader motivates or drives people to behave in constructive versus defensive ways.

Leadership effectiveness – this instrument measures current performance using both personal and organisational criteria.

Leadership/Impact® provides the necessary information to develop change and improvement strategies.

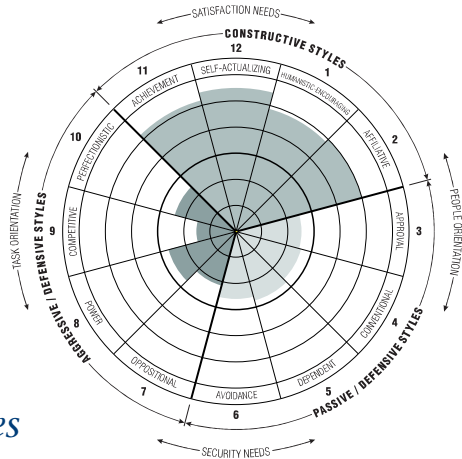
Benefits for Leaders and their Organisations

The text and graphics feedback report provides essential information for leaders and organisations interested in improving performance:

- compares the current impact leaders have on people to the ideal impact they envision
- reviews manager's own perception of their leadership strategies compared to description by others
- reveals how current leadership styles and strategies are shaping the behaviour and performance of others throughout the organisation - and indicates how to move toward leadership strategies that positively impact organisational effectiveness, performance and productivity.



Leadership/Impact® [L/I]



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Impact on Others Constructive

Leadership Effectiveness

Personal

- Relaxed and at ease
- Ready for promotion
- Accepts feedback constructively
- Interested in self-development

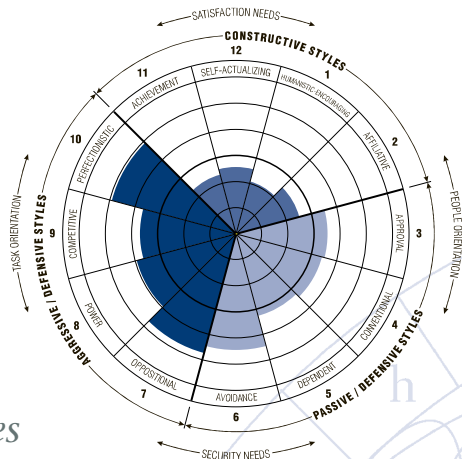
Organisational

- A visionary, a future-oriented leader
- Enhances others' productivity
- Makes people feel empowered
- Brings out the best in others
- Emphasises long-term effectiveness

Leadership Strategies

Prescriptive

<i>Envisioning</i>	Defining
<i>Role Modelling</i>	Exemplifying
<i>Mentoring</i>	Active
<i>Stimulating Thinking</i>	Lateral
<i>Referring</i>	Positive Referents
<i>Monitoring</i>	Managing by Excellence
<i>Providing Feedback</i>	Positive
<i>Reinforcing</i>	Rewarding
<i>Influencing</i>	Reciprocal
<i>Creating a Setting</i>	Facilitating



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Impact on Others Defensive

Leadership Effectiveness

Personal

- Tense and stressed out
- Not ready for promotion
- Reacts to feedback defensively
- Not interested in self-development

Organisational

- Traditional, day-to-day manager
- Reduces others' productivity
- Makes others feel "micro-managed"
- Brings out the worst in people
- Emphasises short-term performance

Leadership Strategies

Restrictive

<i>Envisioning</i>	Delimiting
<i>Role Modelling</i>	Circumscribing
<i>Mentoring</i>	Passive
<i>Stimulating Thinking</i>	Vertical
<i>Referring</i>	Negative Referents
<i>Monitoring</i>	Managing by Exception
<i>Providing Feedback</i>	Negative
<i>Reinforcing</i>	Punishing
<i>Influencing</i>	Unilateral
<i>Creating a Setting</i>	Constraining



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